



## **SYMPOSIUM TOPICS**

### **Non-Housing: Basic**

#### ***Investigator Training***

“Elementary My Dear Watson: A Primer for the Civil Rights Investigator”

Training from ICRC investigators on how to conduct a civil rights investigation.

#### ***Harassment***

“Not So Blurred Lines: Harassment in the Workplace”

This workshop will discuss the legal elements and the ICRC’s method of analyzing hostile work environment and tangible job action claims. We will review the framework for the employer’s affirmative defense to supervisor harassment, the elements of the various stages of a case analysis, and several fact patterns of harassment.

#### ***Public Accommodations***

“No Burqas? No Wheelchairs? No Service!: An Overview of Public Accommodations”

This presentation will review the legal framework for analyzing public accommodation discrimination under the Iowa Civil Rights Act. The presenters will address the standard *Fashion Bug* framework as well as the modified framework used for cases involving law enforcement. The presenters will then join the attendees in discussing multiple nuanced examples of possible discrimination in health clubs, dressing rooms, bars, police services, and other public accommodations.

#### ***Case Law Update***

“2014: A Case Odyssey”

Review of recent appellate court decisions relating to state and federal anti-discrimination laws.

#### ***Practitioner Panel***

Ms. Townsend and Katie, moderators

### **Non-Housing: Advanced**

#### ***Mediation Issues***

“Why Can’t We Be Friends? Answers to This and Other Perplexing Mediation Questions”

A panel discussion reviewing the law and emerging strategies for achieving resolutions through mediation. The discussion will revolve around audience questions about mediation with responses based on the requirements of the Iowa Civil Rights Act, training from the International Academy of Dispute Resolution, and examples from real-life experiences.

***Education: Transgender, Bullying v. Harassment***

*"The ABCs of LGBTQ: Education and the Iowa Civil Rights Act"*

This presentation will define and explore gender identity and gender identity discrimination in the education context. We will review and analyze issues transgender students encounter in the school environment, and we will compare protections and remedies available for LGBTQ students under the Iowa Civil Rights Act and Iowa's anti-bullying law.

***Interactive Process***

*"We Can Work It Out: Responsibilities of Employees and Employers in the Search for Reasonable Accommodations"*

This session will examine how the discussions for reasonable accommodations begin and what is required of each side during the interactive process. We will discuss the shifting of burdens throughout the process, the requirement that parties engage in the interactive process in good faith, and affirmative defenses for employers.

***Race Issues (covering immigration status, race v. national origin, etc.)***

*"The Times They Are A-Changin'—An examination of issues involving race, national origin, and ethnicity in the contemporary workplace"*

This session will cover how employees' immutable characteristics play into discrimination complaints, English only policies in the workplace, immigration status as it relates to civil rights, and practical applications for maintaining awareness and cultural competency for diverse populations in the workplace.

***Affirmative Defenses***

*"Justified? Affirmative Defenses to Civil Rights Claims"*

An examination of what are and are not affirmative defenses under state and federal anti-discrimination laws.

**Housing*****Fair Housing Overview***

*"Discriminatory Practices in Housing"*

This workshop will answer the following questions: What is discrimination in housing? How is it defined? How is it determined? Who may file a complaint? What decisions or actions by a housing provider can be the subject of a discrimination complaint? What happens if discrimination is found? Who would be liable? How is discrimination remedied?

***Service Animals (ADA v. FHA)***

*"Dogs, and Monkeys, and Horses, OH MY!"*

This presentation will discuss and provide examples of the differences between service and companion/emotional support animals under the Fair Housing Act versus the Americans with Disabilities Act.

***Advertising***

*"Effective Advertising: Marketing Your Rental Property While Navigating the Iowa Civil Rights Act"*

We will cover the most common types of problems we see with advertising: "no kids" and "no pets" with no exception made for assistance animals. Brooke and Danny will talk through examples of investigations and Katie will talk about the advertising cases that had gone to litigation. We will use

some sort of word game talking about acceptable and unacceptable phrases in rental advertisements, for example “bachelor pad” language, “perfect for a single person,” etc.

We will also talk about the testing program, especially as it relates to published advertisements. We will talk about the Supreme Court’s approval of testing, as well as use some of the statistics from the tests conducted/Commissioner complaint information on our website.

### ***Design and Construction***

“Design & Construction: Assisting Developers, Owners, Designers, Architects and Builders in Meeting the Accessibility Requirements of the Fair Housing Act and the Iowa Civil Rights Act”

This presentation will cover the seven accessibility requirements and some of the most common violations. It will cover the safe harbors which can be followed in lieu of the Fair Housing Act Design Manual (FHADM). It will cover which properties are covered by these requirements and which are not. It will cover accessible entrances on an accessible route; accessible public and common use areas; usable doors; accessible routes into and through the units; light switches, electrical outlets, thermostats and other environmental controls; grab bars; and usable kitchens and bathrooms.

### ***Accommodations and Modifications in Housing***

“What is Necessary, Reasonable, and Expected? A Comparison of Accommodation and Modification Requests in Fair Housing”

Comparing and contrasting requests for reasonable accommodations and reasonable modifications under the Fair Housing Act and Iowa Civil Rights Act.

### **Ethics**

“Ethics, You, and the Iowa Civil Rights Commission”

This workshop will cover ethical issues involving communication and confidentiality as applied to representing clients in matters with the Iowa Civil Rights Commission. Review of the relevant sections of the Iowa Rules of Professional Conduct, the Iowa Code, the Iowa Administrative Code, and case law will be included.